

FY 2007 Annual Program Performance Measures

DEPARTMENT: MICHIGAN DEPARTMENT OF LABOR AND ECONOMIC GROWTH

APPROPRIATION UNIT: Boards and Commissions **PROGRAM:** Commission on Spanish Speaking Affairs (COSSA)

Timeline:

October 1, 2006 through September 30, 2007

Program Mission Statement

Hispanics working in unison and creating partnerships for the betterment of their quality of life in all areas.

Program Statement

On July 15, 1975, the Michigan Legislature and the Governor approved Public Act 164, which created the Michigan Commission on Spanish Speaking Affairs and the office of Spanish Speaking Affairs and Interagency Council. The Commission consists of 15 members appointed by the Governor. The Commission meets monthly. The office consists of two persons who perform the administrative functions, implement the strategic plan, and provide services of the Commission.

The major objectives of the program as mandated by Public Act 164 are as follows:

- Conduct studies and recommend solutions to the problems of Hispanic people in the areas of education, employment, civil rights, health, housing, senior citizens, and other related areas.
- Recommend to federal, state, and local government departments and agencies the creation of services and facilities that are needed.
- Serve as a clearinghouse for the collection and distribution of information on Michigan's Hispanic population.
- Apply for and accept grants and donations from governmental and private sources.
- Request the services of all state and local government departments and agencies to assure that Hispanic people have access to the decision-making bodies that set policies which affect Hispanic people in this state.
- Cooperate with departments and agencies to aid in effectuating the purposes of this Act.
- Submit a written annual report of its activities and strategic plan each year to the Governor, the Legislature, and various Hispanic communities throughout the state.

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The characteristics of the population served reflect the following:

Demographics: As of July 1, 2006, the Hispanic population in Michigan was 393,281 individuals and represents 3.9 percent of the state population making Michigan the 17th largest Hispanic population in the country. The Hispanic community is the fastest growing demographic population in Michigan according to preliminary data from the 2000 Census. In the 16 years from 1990-2006 the Hispanic population has grown from 2.2% to 3.9%, a 1.7% increase.

Public Services: Legislation is enacted at both federal and state levels to provide federal and state opportunities for minorities. At times individuals have not been able to fully avail themselves of public services because of barriers with the English language or the inability to read. i.e., police departments, social service agencies, Secretary of State Offices in obtaining driver licenses, court systems, senior citizen programs, and housing. Agencies, organizations, and state departments do not receive sufficient funding for the services needed to serve the Hispanic population.

The Hispanic community is represented in the Legislature by one state senator and two state representatives.

Advocacy & Outreach:

Promote Hispanic Heritage Month events that pay tribute to the Hispanic culture and their contributions to Michigan's economy and society through their commitments to professions, commerce, family and the arts.

Recognize Hispanics in the state for their contributions to the community at large.

Provide information to the Michigan Hispanic Community to individuals who have language and cultural barriers, and are in need of state or other services.

Serve as a clearinghouse of information for Hispanics. Compose, publish and distribute reports that can be of value and assistance to the statewide community, such as, 1) Annual Commission Report, 2) Hispanic Media Brochure 3) Michigan Hispanic Resource Directory 4) What is Hispanic Heritage Month and how to Celebrate it, and 5) Hispanic Heritage Month Calendar of Events and 6) Calendar on the website that list dates and locations of state and national Hispanic conferences and 7) keeping the Commission website up to date with current events (www.michigan.gov/cossa).

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STRATEGIC PLAN

Program Goals:

- ECONOMIC DEVELOPMENT

Fund Source:

State General Funds

Legal Basis:

The primary legal basis for the Commission on Spanish Speaking Affairs and the Office of Spanish Speaking Affairs is found in Public Act 164 of 1975 as amended, MCLA 18.301; MSA 3.999(1). This Act creates the Commission on Spanish Speaking Affairs and sets out the various powers and duties.

Program Effectiveness:


The program effectiveness of the commission office is based on whether or not the goals and objectives composed by the commission members are accomplished. The annual report breaks down the accomplishments of the commission office into the various goals and objectives, clearly identifies whether or not the goals and objectives have been reached.

The goals and objectives, if reached, are often difficult to measure. The number of events sponsored, documents published, state programs instigated, constituency services provided, etc., are limited measures of impact. As an advocacy agency, the far-reaching effects of the activities performed could benefit a wide range of Hispanics. The commission office intends to measure the effects of its accomplishments in its annual report.

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<u>Highlight status</u>  Green	<p>By 2011, Hispanics in Michigan will have lives that are abundant with opportunities. The commission will work to ensure:</p> <ul style="list-style-type: none">▪ Promote economic development and entrepreneurial opportunities for Hispanics▪ Increased economic influence by Hispanics in Michigan▪ Increased personal financial strength of Hispanics <p>Ongoing Milestones:</p> <ul style="list-style-type: none">▪ COSSA will participate in a successful business forum.▪ COSSA will partner with business organizations to promote economic development opportunities for Hispanics▪ Distribute information to media on Hispanic business achievements and events▪ Promote new Hispanic business developments▪ COSSA will participate in two Hispanic business Expos attracting Hispanic entrepreneurs▪ Present the Hispanic Entrepreneur of the Year Award <p>2007 Milestones:</p> <ul style="list-style-type: none">▪ Collaborate to sponsor a business forum for Hispanics in Michigan▪ Increase awareness of impact of Proposal 2 on state and local government procurement programs▪ Enhance personal finance strength through home ownership and other personal investment opportunities▪ Establish and maintain Hispanic business to business relationships▪ Analyze trends in the workforce to ensure future generations are prepared to access opportunities in the workforce <p>Achievement will be measured by:</p> <ul style="list-style-type: none">▪ Numbers of persons participating in the business forums▪ Number of new Hispanic businesses▪ Amount of net revenue produced by Hispanic businesses▪ Level of economic impact of Hispanics▪ Level of economic impact of Hispanics
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- EDUCATION


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<u>Highlight status</u>  Green	<p>By 2011, Hispanics in Michigan will have lives that abundant with opportunities. The commission will work to ensure:</p> <ul style="list-style-type: none">▪ Assist in increasing the educational achievement of all Hispanic students from pre-kindergarten through college from 2006 levels to pre-determined levels for 2011.▪ Assist in increasing the number of Hispanics entering into the educational profession from 2006 levels to pre-determined levels for 2011. <p>Ongoing Milestones – to be included in all Annual Milestones</p> <ul style="list-style-type: none">▪ Participate in the Hispanic Heritage Scholarship Awards Selection Committee for high school graduates in order to encourage and facilitate Hispanic students to enter post-secondary education, improve academic achievement, and provide peer role models.▪ Meet with representatives of the Department of Education regarding Hispanic student achievement in order to share milestones, have a dialogue to improve the graduation rate, establish parameters how MDE can gather data, determine how MDE will assist in Hispanic student programs, determine how MDE will assist in programs and policies regarding undocumented students, assist in gathering data and information on best practices, and also assist in developing a demographic map. <p>2007 Milestones:</p> <ul style="list-style-type: none">▪ Collaborate with post-secondary educational institutions and organizations to help facilitate an increase in Hispanic student achievement such as the President's Council, State Universities of Michigan, Michigan Community College Association, the King-Chavez-Parks Initiative, Michigan Association of School Boards, Michigan Association of Public School Academies, and ALSAME (Advocates for Latino Student Advancement in Michigan Education).▪ Co-convene a summit with the Michigan Superintendent of Public Instruction, Superintendents from all school districts, and other interested stakeholders in order to discuss the top 10 education challenges for Hispanic students, develop an action plan with milestones for those challenges and develop next steps.▪ Identify the top high priority at-risk Hispanic communities and co-sponsor education fairs in those communities by December 31, 2007. <p>Achievement will be measured by:</p>
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	<ul style="list-style-type: none">▪ Level of Hispanic student achievement in pre-kindergarten through college programs▪ Level of Hispanic parent involvement in their child's education▪ The number of Hispanic students awarded the Michigan Promise Scholarship▪ Number of Hispanic students entering into a education curriculum with the emphasis on teaching or administration▪ Amount of resources allocated for Hispanic student achievement
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▪ LEGISLATIVE & CIVIC ENGAGEMENT

<u>Highlight status</u> Gr Green	<p>By 2011, Hispanics in Michigan will have lives that are abundant with opportunities. The commission will work to ensure:</p> <p>Legislation that:</p> <ul style="list-style-type: none">▪ Positively impacts the Hispanic community will be approved▪ Negatively impacts the Hispanic community will be rejected <p>Capacity will be increased for Hispanic leadership to serve on public boards and commissions and in elected positions</p> <p>Ongoing Milestones:</p> <ul style="list-style-type: none">▪ Advise the Governor and legislature on issues and programs impacting the Hispanic Community in Michigan▪ Establish and maintain a network for achieving legislative goals▪ Maintain a legislative agenda on the Commission's website▪ Establish positive and effective relationships with officials and key stakeholders.▪ Develop and present position statements on key public issue affecting the Hispanic community.▪ Develop and present legislative recommendations for legislators on issues and initiatives that impact the Hispanic community▪ Serve as a appointment referral source for local and state board and commission candidates▪ Identify and promote leadership development programs▪ Develop and distribute a report on Hispanic leaders within the state (local, county, and state officials)▪ Identify and promote opportunities for civic engagement▪ Conduct an annual Michigan Hispanic Leadership Institute <p>2007 Annual Milestones:</p> <ul style="list-style-type: none">▪ Co-host regional legislative summits in cooperation with State Legislators▪ Effectively communicate advocacy positions to the Hispanic community▪ Build strong relationships with key public officials in areas of high Hispanic population
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	<ul style="list-style-type: none">▪ Establish and maintain relationships with Legislative Leadership▪ Establish and maintain effective relationships with key State Legislative Liaisons▪ Increase participation by Hispanics in training as candidates for elective office and campaign managers▪ Identify and recruit Leadership Development Training program participants▪ Identify and secure funding sources/sponsorship for the civic engagement initiatives, including the Leadership Development Training program <p>Achievement will be measured by:</p> <ul style="list-style-type: none">▪ Rate of approval or rejection of legislation that impacts Hispanic population▪ Number of board and commission appointments of Hispanics▪ Numbers of persons participating in Leadership Development Training programs▪ Number of Hispanics seeking elective office or managing political campaigns▪ Number of voter registration and participation by Hispanics▪ Number of individuals participating in regional legislative summits
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